Exploring the Importance of Career Counseling at Grade-12 Level at a Public Sector School in Sindh, Pakistan

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Abstract

This study aims to understand the importance and need of Career Counseling at the Grade 12 level because career counselling at this level helps students in selecting the appropriate study program in line with their future career choice. Purposefully selected research participants of this study were 6 students who were studying at grade 12 level at a semi-public sector school of Sukkur city. A qualitative case study approach has been used, with a semi-structured interview guide for collecting data. Data were analyzed by an open coding strategy and is reported thematically. The findings of the study reveal that students faced many challenges; career choices were based on one's self-concept or career identity, yet students believe a lot of things about themselves and the world that isn't always accurate. Secondly, family and friends had a tremendous influence on self-concept and occupational identity, especially among young individuals. Even though they believed they were making their own decisions on learning. It is anticipated that this study will help students, teachers, parents, educational institutes, and policymakers to a greater extent. Career counselling is becoming people-oriented and so with the findings of this study, policymakers can make new policies and implement them in the system. Future research can be conducted in different public and private sector schools of Sindh. Research participants from different education systems will provide a deeper analysis of different views and perspectives of students in different settings.

Keywords: *Grade 12, career counselling, study program, education, qualitative, education, school*

1. Introduction

The major goal of career counselling is to make individuals explore their skills and potentialities. It is also an undeniable fact that the major service areas of guidance and counselling are, educational, vocational, personal, and social. It assists students in their choices of career, occupation, interests, aptitudes, and in choosing appropriate study programs. It also provides support to students to make well-informed choices in personal, academic, and social aspects (Amoah et al., 2015). Choosing the right career option is very necessary. Adding to this, selecting the right institution is important. Not many students can discover their skills, potentialities, and interests after the intermediate level and this is when the real pressure starts (Brevik et al., 2018). Career counselling in schools and colleges fulfils the need for a practical career counselling and guidance framework relevant to career development support in the 21st century (Stipanovic et al., 2017). Unfortunately, this concern is not shown in schools and colleges by the administrations or policymakers. This results in taking wrong career decisions by students who do not fit in with their potentials and skills. Thus, there is a need for career counselling. Therefore, it is anticipated that the findings of this research study will present a better understanding of the importance of career counselling for students' potential and future succession. At the Intermediate level, career counselling plays an important role in making a professional choice. A study reports that students can make the right professional decision after identifying their skills and potentialities (Sarwar & Azmat, 2013). Research also identifies that the Intermediate level is a crucial stage, and the majority of the students make a wrong decision, and this lasts for the rest of life (Frey et al., 2019), where they cannot adjust themselves in the profession. Because of this, I have intended to conduct this research study, which will help in analyzing the importance of career counselling. Career counselling has remained the very least concerned area in Pakistan (Akram, 2020). No priority has been given to students' future and educational careers. This problem is still prevailing and thus

students tend to suffer in all fields. This is mainly due to two reasons, first is lack of resources, which did not let policymakers and educational institutes make it a priority. Second, the parents, students, teachers, and all concerned policymakers are unaware of the importance of career counselling (Sarwar & Azmat, 2013). Many factors are affecting students' choices of career and thus they do not generally opt for it. Barriers include opportunities and constraints by the environment, students' family background and influences, and cultural factors when it comes to vocational choices (Khan et al., 2012). Thus, the focus of this study will be on the students who are studying at the Intermediate level. The aim is to analyze the importance of career counselling and explore different factors that affect students' decision of selecting a study program after intermediate. A qualitative case study approach has been used, with a semi-structured interview tool for collecting data.

With this purpose, the study was guided by the following research questions: (a) What are the perspectives of grade 12 students about career counselling? (b) To what extent career counselling is provided to grade 12 students at school? (c) What are the benefits of career counselling for grade 12 students? (d) What are the issues related to career counselling for grade 12 students? (e) How do the issues related to career counselling for grade 12 students be resolved?

1.1. Context

The sampling strategy for the study is an essential section of the research design because it has the potential to affect the practicality of the data collected, the type of analysis possible, and the scope of openings to draw wider interpretations (Rahi, 2017). A semi-public high school (classes KG-12) of Sukkur city was selected as the research site of this study. I have chosen the site because of two reasons; 1) Accessibility: the school was near to my university and it was easy to go there and conduct face-to-face interviews. 2) One of the faculty members informed me about the career counselling sessions at the school. Thus, the students of this school have experienced career counselling and helped me in understanding the phenomenon of career counselling at grade 12 level.

2. Review of Literature

A detailed literature review is carried out for this study to understand the prior research work related to the central phenomenon of this study exploring the importance of career counselling at the Grade-12 level.

2.1. Counselling

The literary definition of counselling is “the provision of professional assistance and guidance in resolving personal or psychological problems” (Savickas, 2019). This helps every kind of person, whether they are physically, mentally, spiritually, psychologically, or practically ill. Counselling is widely practiced and widely known to everyone. It involves working with other people like teachers, and so it has most of the interactivity (Dansie, 2019). Like others, this process has some drawbacks and so they must be addressed properly to ensure proper execution. In general, the process of counselling is where one person helps another clarify his or her confusions and make proper decisions for them. Counselling aims to free the person being counselled from getting confused and to let him live freely. Counselling is never about “talks” only, it should be most interactive and action-oriented, and it must also empower the person being counselled (Pordelan et al., 2018).

2.2. Career Counseling

Career counselling is the process that helps you to know and understand yourself and the world of work to make career, educational, and life decisions (Stipanovic et al., 2017). This discipline is more of relationship building and befriending than just telling the person about the right career to choose. This is also about developing self-efficacy, confidence, emotional stability, and other personal resources. Counselling involves many things, such as problem-solving, decision making, relationship making, managing inner and outer conflicts, or crisis management. Counsellors’ main job is to make the client comfortable and facilitate him or her as he wishes (Supriyanto et al., 2019).

The professional literature documents that school counselling was raised a century ago. This study asserts that it happened as per the demands of the industrial revolution for workers and the need to match a large number of immigrants. Human dignity, free and informed choice and the need to change the content and practices of school were the concerns that were as such included (Gilabert., 2019).

2.3. Importance of Career Counseling

The most important object of career counselling is to make individuals discover their skills and potentialities. It is also a fact that the major service areas of counselling are, educational, vocational, personal, and social. It supports students in their choices of career, occupation, interests, aptitudes, and in choosing the appropriate program (Amoah et al., 2015). It also provides support to students to make informed choices in social, personal, and academic aspects. Recently, the remarkable shift has come into conceptualizing careers, where this shift is filled with relative vagueness. Years ago, this practice was adopted where careers were fixed the minute but now it is expected that students will put into practice different career changes all through their lives. Hence, the need for a new standard in career counselling takes place (Savickas, 2011). If we look back at the history of career education and guidance within secondary schools, low priority and funding are given to it as compared to other curriculum areas (Basham, 2011). The same Basham's study supports that only one school-wide Career Advisor happens to be in a secondary level school. He/she is supposed to give services in all the guidance areas, in all year levels. The study Basham (2011) concludes that Career Advisor has traditionally been relocating from a classroom teaching role to career education, even without specific training or background.

The bureau of statistics provides information that the "government is trying to increase the literacy rate of the country by increasing its development and non-development expenditures in the education sector" (Sarwar & Azmat, 2013). Parental involvement affects the interest of people in deciding on an appropriate career as well as growing day by day. The turning point of a person's life comes when a career begins, which is decided through previously affecting factors (Tomlinson et al., 2018). This effect on the personality of an individual and also the upcoming outcomes are mostly based on this experience. In addition to this, career counselling is seen from different dimensions and it is reported to be one of the important interventions in a person's life from different perspectives (Jiang et al., 2018). Besides, if we step into career counselling only, again a few research studies mark it as an important intervention in one's life. A research study examined the impact of career awareness on students' evolution, and a key finding of the study reveals that students with more well-developed career exploration skills, were more optimistic and positive about the choices they made (Cardoso & Sales, 2019). Other research studies state that career counselling helps students to connect the experiences they had in school to their future, which results in enhancing motivation and offering and purpose about themselves and the world of work, they are expected to make well-versed career decisions and accomplish something academically. Constructing relationships between possible career availability and educational planning benefits students in many ways and a career counsellor plays a vital role as a guide to students' discovery process (Sander et al., 2017). Often, How the school is organized shapes its efficiency in providing counselling and guidance (Cardoso & Sales, 2019).

2.4. Issues in Providing Career Counseling

In the dimension of family, the implicit and explicit of father, mother, and sibling is measured. Family's influence has always had a strong impact on a person's life. A greater possibility of parental impact is on the child since they have not yet stepped into their real-world lives. Manstead (2018) mentions that a person provided with an environment shows the way of thinking and the type of people. Elders such as fathers, mothers, and siblings have always been an aspiration to children; this especially shows the type of career a person has selected (Cen & Aytac, 2017). Career is shaped by the environment they live in, this effects by the level of education and type of profession. Children's level of confidence is enhanced by a healthy involvement of parents and surroundings and they can choose the best career among themselves. Researchers suggest that counsellors have to satisfy the person's abilities with the career selection preferences (Savickas,

2019). Environment, family, and society influence a personality but we can say that it can be measured by the commitment, type of life we want, and the sense of commitment. The actual recognition of one's honour also rates a career decision and is known as Prestige. It refers to the study of occupational prestige. Researchers state that our reputational approach rather than a behavioural one refers to Prestige (Sarwar & Azmat, 2013). In addition to this, the counsellors must incorporate every student's individual needs while working with students (Watkinson & Hersi, 2014). Sometimes the difficulty is associated with student backgrounds, school counsellors may consider ethnically put into practice to facilitate students to feel valued as well as support. School counsellors should evaluate to find out the exact requirements or difficulties of the students in their schools (Shi, 2018). In contrast, many other findings have found that many schools are still unaware of the significance of career counselling. These results reveal that there is an alarming situation where there is a dire need for career counselling in schools and a wish for spending more time in providing guidance. there is vagueness about its worth (Sanders et al., 2017).

2.5. Link of Career Counselling to the Selection of Profession

Prior research has identified a connection between career objectives and learning achievements in high schools. For example, a study identified the strapping proof that students with clear aspirations obtain a few advantages in connection to their academic performance; also they can relate their current academic experience with their life out of the school (Shankar & Khalema, 2020). Adding to this, a study identified that students with clear objectives are believed to have some power over their decisions or future. In addition, the counsellors offer a varied range of services to facilitate students, plus directing in educational, societal, emotional, and behavioural issues. They tackle a broad range of problems such as study program choice, career appointment, university choice, study routine, and several other developmental concerns (Amin et al., 2018). Moreover, the guidance received from career counsellors, covers what students expect getting from counsellors, counting information, suggestion, affirmation, support, and receiving aid with educational associated areas. Mostly, students look to counsellors for guidance and try to find what they received from them is considered having an important effect, as Sackett et al., (2018) stated, "talking with the guidance counsellor is always meaningful because I always look for their advice and knowledge, so the knowledge she was able to give me was very meaningful in that session".

2.6. Conclusion of Literature Review

Counselling is a process of supplying professional assistance and direction in resolving personal or psychological problems. Counselling helps people suffering from or with emotional, mental, or psychological problems. Counselling is an aid, which frees a person going through a tough time (Saunders et al., 2009). Career counselling is a vital source for students because it makes them discover their abilities and potentialities (Savickas, 2019). It helps students to make more profound and right decisions regarding their study program and career. Evaluating and reviewing the effect of career and guidance related involvement is not simply about quantity; it is more about successful communication and constructing a learning community that has a strong and positive multi-dimensional influence that counter well to the demands from policymakers to deliver more appropriate and helpful involvement (Kunnen, 2013). It is understood that the family, especially the father, mother, and siblings play an important role in a students' life while making a career choice. It is seen that pressure from the family's side has always been on students, since their childhood (Vautero et al., 2021). A career is always formed by the surroundings they live in, this effects by the level of schooling and type of career. Moreover, the assistance received from counsellors covers up what students look forward to getting from counsellors, counting information, suggestion, affirmation, support, and receiving aid with educational associated areas (Cohen-Scali et al., 2018).

3. Methodology

This study was aimed to have an in-depth understanding of the importance and need of Career Counseling at the Grade 12 level because career counselling at this level helps students in selecting the right career decision, and plan for their higher studies in line with their future career choice.

Keeping this purpose in mind, the researcher has selected a qualitative case study method to conduct this study. This allowed the researcher to explore different factors that affect students to make the right career decision. Therefore, the researcher purposefully selected 6 research participants studying at grade 12 level as a sample for this study – 3 were male students, 3 were female students, all 6 students belonged to 3 different boards, Government board (Board of Intermediate and Secondary Education Sukkur), Private board (Aga Khan University – Examination Board), and the Cambridge board. The semipublic school where these students were studying has provided these 3 options of boards to its all students. All 6 students belonging to different financial statuses such as middle income to higher income ranges, were from different ethnic backgrounds. However, semi-structured interviews were used as the data collection method in this research study. The researcher has conducted 6 semi-structured interviews, which included an interview guide that was composed of an open-ended question. It helped me in understanding students' different and distinct views, experiences, and criteria for selecting a profession. In the data analysis process, all the interviews were transcribed and made categories among the interviews code. Finally, the relevant themes were identified from that interpretation and the central idea of the study was stated. Thus, the data analysis process was completed with the in-depth Thematic Analysis of major research findings. The important themes that emerged from the data include - Views regarding Career Counseling, the importance of Career Counseling, issues faced by students regarding Career Counseling, and coping with the issues of Career Counseling.

3.1. Findings

Three key themes developed as a result of the ongoing study of collected data, including issues of career counselling, and strategies to address them. The findings of the analysis are presented in the following section.

3.2. Views about Career Counseling

This finding reveals that this student views career counselling as one of the key components of a student's school life because in this period students develop their views about selecting a career, and they have to choose from a selection of professions. In addition to this, a student from A levels (Cambridge Board) shared his views about career counselling. He mentioned *“Career counselling for me basically is guiding a student for what he wants to do in the future. My views of career counselling are that there should be a ... particular qualified ...teacher [who] can lead students... through their opted field ... to do their best in what they can do... it is very necessary like people get distracted or waste a lot of time after intermediate level of choosing what to do in their future and instead of that if they have been taught career counselling they knew they had a clear view that what they are going to do in their future. So that saves a lot of time and saves a lot of effort and money in that case”*. Data reveals that as per this student career counselling is a tool to guide his future. To him, there is a dire need of having a specialized teacher at school to help and guide students in selecting future fields for them. Due to unsuitable career counselling facilities at schools, students get confused, waste time, effort, and money after completing their Intermediate (grade 12 level) studies, as after Intermediate students have to decide about their higher studies or getting a job. Thus, this student suggests that effective career counselling services at school can help students to avoid the mentioned issues (after Intermediate) at the important stage of their lives.

On the other side, a first-year student (Private Board) who was interviewed for this study shared the scope of this field by mentioning that *“I think that basically career counselling in which we do with students to explain their questions about what to be in the future and what profession we should choose. I think that career counselling in my view is very important because it not only explains but it gives us an experience of what we should do and others' experiences should also be. Basically in 1st year and inter-class students are a little bit confused as I was in 1st-year class. What should we do in the future? And what must be the scope of our future field? So if someone is career counselling with us then must explain to them what are the benefits of our choose [en] fields and what are the demerits or what should be the outcome of the chosen field”*. Above mentioned findings illustrate that these student counselling sessions help students in the future to learn from their previous experiences, and also allow them to gain from others' life experiences as well. This

results in giving them an idea about which field to go for. According to him, students should be listened to properly so that their problems and difficulties are addressed. Students at this stage are quite confused about their selection of program and unaware of the scope of the selected field. Hence, this student suggests that career counselling sessions should also be aware of the importance and scope of the fields. Mentioning the significant role of career counselling in the lives of students, a second 2nd-year student (Government Board) shared a very sensitive point as she told *“Career counselling is something in which a person... you get inspired from ... tell you what to do in your future and counsel you because many students are not aware of career counselling or they are not aware of what they do in their future. So people ... like all of our teachers tell us what to do and they ... explain to us about our future. ...because many of the students ... don't have any knowledge about their career and they are so depressed ... Yes, it is very necessary for Grade 12 level because after this grade we have to think about our future because this the last stage because after this there will be no schools, there will be no colleges and we need to enter our universities so we need career counselling”*. The above finding reveals a very sensitive point that if a student is not given proper counselling or is not guided about his/her future results then he/she may make wrong decisions about either higher education or professional life. Thus this student suggests that students should be given proper career counselling sessions at grade 12 level– that should help and guide students to make a suitable decision regarding their future academic life. Thus, these sessions could be helpful for students to select the relevant discipline in the university for their future studies.

4. Significance of Career Counseling

A student of 1st year (Private board) shares that after attending a career counselling seminar she felt motivated and was able to identify her hidden skills. She mentioned *“I got to know what I have to do and now I can say they motivated me a lot to think about myself. You should take a guide and ask from different people who are experienced...I was told that you should see your talent and how successful you can be. You see what skills you have and abilities, like before I used to do a lot of art but I never focused on it... I got [counselling] sessions from there that I should see my interests ... but when I started to do arts ... then I won certificates then I knew that skill that can make me successful”*. The above-mentioned data reveals as per this student the seminar on career counselling helped her to identify the skills that were hidden before and also motivated her to polish them. She learned that she should ask and take help from experienced people and also look for skills in herself in which she can perform well and be flourishing. Hence, due to a seminar about art, she was able to take part in many competitions, and resultantly got a grip over her identified skills.

The forthcoming citation of a student of A levels (Cambridge Board) who was interviewed for this study, refers to a situation where formal career counselling does not exist. He said, *“I used to discuss these types of things [selection of study program relevant to my future career] with my father and some of the teachers who helped me. They helped me by simple discussions, by explaining the benefits, by teaching and by sharing their experience of what they did”*. The above-mentioned finding reveals that parents and some teachers have helped this student to opt for a suitable study program relevant to his chosen career in the future after his grade 12 studies. This could be termed as informal career counselling where this student was engaged in discussions with parents and teachers and these discussions have helped him a lot in the process of selecting an appropriate study program relevant to his future career by learning through their experiences.

4.1. Issues of Career Counseling and strategies to address them

The findings of this study give deep insight into the importance of career counselling while selecting a study program for their future career. Students experience several issues at the same time as making a selection of study programs after Grade 12 level such as family choice, scope, irrelevant sessions, the influence of high paid jobs, absence of career counselling, and family pressure. After some prolonged discussion students also opened up to the suggestion for issues they were facing related to career counselling. While discussing the issues of career counselling, a

student (Private Board), who is in his 2nd year highlighted that *“There [is] not too much career counselling that we thought in 9th and Matric, that we would be given different opportunities to meet with different people for career counselling but we are not given that much experience sharing...the seminars are for just generals they do not individually ask [us]... I think they can individually explain to students”*.

As per this student, students studying at grade 12 level should be given the benefit of meeting people who are highly experienced and qualified, that will help them to learn from their experience and know what is better for their future studies. The student also shared that some of the seminars that are given to them are not focusing on individual student concerns but are more common. However, due to the non-availability of counselling sessions, students remain unaware of such benefits. Moreover, a student from 1st year (Government Board), who was interviewed for this study talked about that *“If [a] student is not getting career counselling students do not give time to themselves, they just study and go with the flow but they do not know what they have to do ahead. Like if we have chosen[n] medical so they don't know why [?] they will just say they want to be a doctor and if someone has chosen to engineer so they just want to be an engineer like this thinking is wrong. So career counselling sessions help you ... like if you are doing engineering so you can go [to] fields like BBA [too]”*. This student views career counselling as a source of help, where he can get clarifications about which field to choose? How can that field help him to excel in his future? And what other possible careers are there if he chooses a particular study program. He further shares that, if someone is not getting proper career counselling he/she is not capable of giving themselves enough time to carefully think and make a decision about selecting a study program after Grade 12. Adding to this, the student shared a very imperative point that due to the absence of career counselling, students nowadays just go with the flow, they do not think before deciding on their selection of study program. Due to this, students are not capable to think out of the box, for example, if a student has chosen Engineering specialization in Grade 12 level then the only possibility he/she sees is to go for Bachelors in Engineering, whereas according to the 21st century needs there are a lot of fields that one can opt and is not bound to one specific field like Engineering but Business Administration is also one of the important fields. While discussing the issues of career counselling, a student from A levels (Cambridge Board) talked about the absence of career counselling in Pakistan. He highlighted that *“In Pakistan ... there are not that many opportunities where students can go and discuss their questions ... with any experienced personal [where] they can get views they can get ideas they can get guidelines... People do not get exposure at this level especially. They waste a lot of their crucial time of ... their career about wandering where to go what to choose [?] or what is best for them in their field of interest like they have double-mind means [if] I am good at Biology and I get high marks ... but they do not know what they like apart from marks apart from result ... students should go for what their passion is so exploring student's passion is very necessary at an intermediate level or a basic level”*. The above-mentioned finding reveals that in Pakistan students do not get much opportunity to share their career goals with any professional. They are deprived of career counselling. This student mentioned that, students especially at this level end up wasting a lot of their time thinking about what study program they should choose which suits them or what is best for them. A typical mindset of students is set at this level, where they think that if they are scoring well in any subject then that suits them. He added an example that, if someone is scoring high in Biology then he should opt for medical but does not identify his skills or think about his passion. The student also recommended that before selecting any study program after Grade 12 level, a student should first think about his passion and should then select a study program. He also added that at these levels students should be given such career counselling sessions where they can identify their passion. Furthermore, a student of O levels (Cambridge Board) told about the family's pressure while discussing issues of career counselling. She mentioned: *“We have teenagers and students like they mostly listen to their parents and they just vanish their skills for them”*. This finding reveals that as per this student most of the students do not give priority to their own choice of interest or passion; they mostly listen to their parents' choice and vanish their skills for them. It is very sad to know that students nowadays suffer a lot from family pressure; where their family wants them to

go for their choice and students do not get a chance to choose a field where they can perform better. As a student, I can empathize with this student as I also had the same type of feelings and issues when I used to study at Grade 12 level. Generally, as per my view, it is a very common situation in Pakistan, where most of the students completely sacrifice their field of interest in front of their family's choice.

5. Discussion and Conclusion

The purpose of this qualitative case study was to get insights into the importance and need of Career Counseling at the Grade 12 level at a semi-public sector school in district Sukkur of Sindh, Pakistan. The key findings of the current study reveal that career counselling plays a significant role in students' lives especially in Grade 12. The findings of this study reveal that students perceive career counselling as a fundamental part of their lives. Gati et al., (2019) share that; counselling is a method of helping and assisting students in making the right career decision. To Dahir (2001) school counsellors can collaborate with school management, teachers and parents as they are the fundamental part of a students' life, as this will help students to make the right decisions to select a suitable study programmer in relevance to their future career of choice. It shows that the findings of this study support the findings of Dahir as both studies see career counselling as an essential part of a student's life. Many studies have mentioned the role of career counselling, where researchers have argued about early career planning. For example, a research study by Glessner et al., (2017) found that when school management effectively implemented school counselling programs; students started to have a positive response in planning, preparing, searching, and applying for universities according to their interests. In contrast to this, the current findings of the study reveal that students were not given the facility of career counselling at grade 12, where they expected to have a chance to get benefits from highly experienced and professional people. Findings of the current study show that students are open to their parents and some of the teachers while discussing their study and career plans. This shows that discussing with parents has helped students to gain self-confidence, learn from elders' experiences, and feel confident. Likewise, in another study, it is found that parents are described as fostering their students to scrutinize the world for their high school and career plans. Moreover, parents are found to have basic conversations with their students about their future careers and actively motivate their students to plan for the future (Muller, 2018).

The major findings of the study reveal that students always look for a person to whom they find themselves comfortable and can trust with their issues to find a solution. At this stage, students especially prefer discussing with their teachers for solutions to their problems. To address such problems and to facilitate students with more reliable guidance Ireh (2000) suggested that, schools and teachers should be helping hand for the students guide them about different careers and tell them their significance (Bergmark et al., 2018). A complete understanding of career development theories will eventually help career counsellors, teachers, and students to make use of different approaches to meet their need for career fulfilment, especially those who are committed to their career building (Okolie et al., 2020). To provide students with the opportunity to meet professionals' current study suggested that schools should arrange seminars for students where they can meet professionals and expert career counsellors to address students' needs regarding their future careers. In relevance to this Tang, Pan, and Newmeyer (2008) recommended that schools and colleges should arrange a career fair that would encourage students to talk about their career-related issues and learn about various occupations (Afanasiev et al., 2018). The professional counsellors should be in their formal attire fit for the occasion and speak about their responsibilities. Field practice projects should be devised for students by school and college management so that students can practically learn about different occupations.

The study has identified the alarming situation at this school, where the study was conducted, as revealing that it has missed the development of students in identifying their potential and abilities and what they are capable of doing well in any particular area. This school is providing education but is not properly telling the ways, where students can identify and select the suitable study program in relevance to their potential, and future career aspirations. Secondly, the study provided

abundant opportunities for me as well as will provide insights to different educational stakeholders to know and understand the different perspectives and views of students about career counselling, the significance of career counselling, and issues of career counselling such as family pressure, societal influence, lack of opportunities and non-availability of career counsellors. Therefore, this study will open a door for policymakers, school principals, teachers, and parents specifically in Sindh and generally in Pakistan to reflect and work on how career counselling can help Grade 12 students to select appropriate study programmers in relevance to their career of choice. Secondly, students will be benefited by knowing the benefits of career counselling, its issues, and strategies to address the issues, and thus may benefit from the findings of this study to acquire career counselling services to select suitable study programs in relevance to their career of choice. Furthermore, it is expected that schools will arrange career counselling after knowing its importance.

6. References

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